

Research Chemist, GS-1320

Example from OPM's ***A Handbook for Measuring Employee Performance: Aligning Employee Performance Plans with Organizational Goals***, Sept. 2001

<http://www.opm.gov/perform/WPPDF/2002/HANDBOOK.PDF>

Notes: This example needs an explicit ALIGNMENT STATEMENT, e.g.,
"This element supports XYZ Program's strategic objective 3.2, . . ."

Element 1

ANALYTICAL RESULTS AND SPECIFICATIONS

FULLY SUCCESSFUL STANDARD

(To meet the *Fully Successful* standard for each element, **all** of the bullets listed for the element must be present or occur.)

The Research Manager is routinely satisfied that:

- The method measures the appropriate variable
- The results are relevant
- The method is scientifically sound
- There is a well-written protocol
- The method is accurate, precise, reproducible, fast, and cost-effective
- The customer is generally satisfied that:
 - They can understand and observe the results
- The cost is within the budget
- The information gives understandable answers to their questions

Element 2

SOLUTIONS TO CUSTOMER PROBLEMS

FULLY SUCCESSFUL STANDARD

(To meet the *Fully Successful* standard for each element, **all** of the bullets listed for the element must be present or occur.)

The Research Manager is routinely satisfied that:

- Reports and solutions address the question that was asked
- The assumptions or hypotheses are based on scientific principles
- The proposed solutions, suggestions, and/or recommendations
 - are understandable
- The recommendations were provided within the
 - agreed-on time frame.
- The customer is generally satisfied that:
 - The report and any answers to questions address the question that was asked
- The proposed solutions, suggestions, and/or

recommendations are understandable

- The proposed recommendations were provided within
- the agreed-on time frame
- The solutions work
- The information gives understandable answers
- to their questions
- They are able to implement the recommendations